Oxley
OXLEY HOLDINGS LIMITED

SUSTAINABILITY REPORT 2019

Contents

Chairman's Message

I am pleased to present the Sustainability Report of Oxley Holdings Limited ("Oxley", and together with its subsidiaries, the "Group"), prepared in accordance with the Global Reporting Initiative ("GRI") Standards and in compliance with the SGX-ST guidelines on sustainability reporting. The report provides information on the economic, environmental and social aspects of our sustainability practices. As we expand our footprint overseas, we endeavour to continually integrate sustainability practices into our business operations.

We place strong emphasis on environmental sustainability and social responsibility in the design and construction of our residential, commercial and hotel properties. We endeavour to achieve eco-efficiency and occupant health and safety in our property design and construction.

In the hospitality sector, the Group has implemented practices to safeguard the health and safety of our hotel guests and staff. We also monitor our hotel operation closely to ensure its environmental sustainability.

At Oxley, we believe that a diverse workforce brings different skillsets and experience to the Group. As such, we hire employees of different ages, genders and nationalities, and post-retirement employees to diversify our workforce. We value the contributions of all our staff and remunerate them fairly.

On behalf of the Board, I would like to express my gratitude to our clients, business partners and shareholders for their unwavering support over the years. We look forward to your continuing support as we strive to develop a more sustainable environment for all.

CHING CHIAT KWONG
Executive Chairman and Chief Executive Officer
Oxley Holdings Limited

Organisation Profile

Oxley is an international property group incorporated in 2010 and headquartered in Singapore. Oxley specialises in the development of quality residential, commercial, industrial and hospitality projects. These developments are typically located in choice areas that are easily accessible. Most of its projects incorporate retail elements, as well as lifestyle features and facilities. Oxley is listed on the Main Board of the SGX-ST (SGX: 5UX). Oxley has a strong reputation in market foresight, execution, marketing and sales, which is evident in its project track record in Singapore in the past years.

On 7 June 2019, the first completion of the sale of interest in Oxley Beryl Pte Ltd was concluded. Oxley Beryl holds the property at 30 Raffles Place and the Group currently owns approximately 18% of the shares in Oxley Beryl. The share sale is expected to be fully completed in 2020.

Oxley holds a 19% stake in Singapore-listed United Engineers Limited and a 10% stake in Aspen (Group) Holdings Limited, a Malaysia-based property group listed on Catalist in Singapore.

Oxley's investments outside Singapore include a 20% stake in Galliard (Group) Limited, a leading integrated property group in the UK, and a 40% stake in Pindan Group Pty Ltd, an integrated property group based in Western Australia.

Building on its strong foundation, Oxley has made remarkable progress in expanding its footprint overseas. Currently, the Group has overseas business presence across 10 geographical markets, namely the United Kingdom (the "UK"), Ireland, Cambodia, Malaysia, Myanmar, Indonesia, Cyprus, China, Vietnam and Australia. Its overseas flagship projects include Royal Wharf, a waterfront township development in London, The Peak and The Bridge, two mixed-use developments in Phnom Penh, Cambodia, and Dublin Landings, the largest mixed-use development in the business district of Dublin, Ireland.

Oxley's Sustainability Story

SUSTAINABILITY PHILOSOPHY

Oxley is committed to operating sustainably in economic, environmental and social aspects. While the economic landscape for the property development industry remains competitive, we believe that with our strategic business decisions and astute foresight, we will achieve sustainable return for our stakeholders.
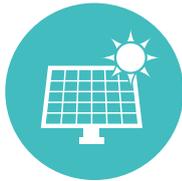
The Group has placed strong emphasis on the environmental sustainability of our property designs and workplace health and safety. Our commitment to workplace health and safety is reflected in our strong advocacy among contractors and suppliers on the importance of maintaining safe work practices.

In line with the Group's philosophy, the Group has implemented the Oxley Green Finance Framework that aligns with the core components of the Green Bond Principles 2018 and the Green Loan Principles 2018 to achieve green financing.

Green Buildings	Renewable Energy	Energy Efficiency	Clean Transportation

Pollution Prevention and Control	Sustainable Water and Wastewater Management	Climate Change Adaptation

Sustainability Targets

The table below summarises our sustainability performance in FY2019 and targets for FY2020:

Environmental Performance in FY2019		
Segment	**FY2019 Target**	**Performance Update**
Property Development	**Zero** incident of environmental non-compliance	Achieved **zero** environmental non-compliance
F&B and Hospitality	Reduce energy consumption	- Increased energy consumption by **0.96%** at Novotel Singapore on Stevens[1] - Increased energy consumption by **1.3%** at Mercure Singapore on Stevens[1]

Environmental Targets for FY2020	
Segment	**FY2020 Target**
Property Development	**Zero** incident of environmental non-compliance at project site
	Improve energy and water efficiency of properties
	Optimise energy and water usage at project sites
Hotel	Optimise energy and water usage at hotels
	Zero incident of environmental non-compliance

Social Performance in FY2019		
Segment	**FY2019 Target**	**Performance Update**
Property Development	**Zero** occupational health and safety incident at project sites	No major event that breaches regulations on occupational health and safety at project sites
	Zero breach of employment laws at project sites	No event that breaches regulations on employment laws at project sites
Hotel	**Zero** guest health and safety incident	No major incident involving guest health and safety
	Zero occupational health and safety incident	No major event that breaches regulations on occupational health and safety incident

Social Targets for FY2020	
Segment	**FY2020 Target**
Property Development	**Zero** occupational health and safety incident at project sites
	Zero breach of employment laws at project site
	Zero incident of non-compliance concerning market communications of properties
Hotel	**Zero** guest health and safety incident
	Zero occupational health and safety incident
	Zero PDPA[2] breach

(1) The increase in energy consumption at the hotels in FY2019 compared to FY2018 was due to a full year of operation in FY2019

(2) PDPA – Personal Data Protection Act

Awards and Achievements

The Group has won numerous accolades and awards in recognition of our achievements:

**Winner
(Office Category)**

Singapore Property
Awards 2017

FIABCI-Singapore
Oxley Tower

**Best Hotel
Architectural Design**

Asia Property
Awards 2017

Property Guru

Novotel on Stevens and
Mercure on Stevens

**Billion Dollar Club
2017, 2018 & 2019**

Most Profitable
Company

The Edge Singapore

Oxley Holdings
Limited

**Best Office
Architectural Design**

Asia Property
Awards 2017

Property Guru

Oxley Tower

In addition to these distinguished awards, we have achieved a high score of 93.6 for the Construction Quality Assessment System ("CONQUAS") assessment of our property, The Flow. This is a testament of our commitment to the quality and safety standards of the construction of our properties. We have also received a merit award in the Building and Construction Authority ("BCA") Construction Excellence Award 2018.

Ethics

ETHICS AND COMPLIANCE

Oxley adheres to the highest standards of ethics and integrity and complies with applicable regulations and professional codes of conduct.

WHISTLE-BLOWING POLICY

The Audit Committee ("AC") reviews the whistle-blowing policy and procedures, which provide staff with well-defined and accessible channels within the Group for reporting possible improprieties in matters of financial reporting or other matters in confidence. The policy also ensures that there is independent investigation of such matters and appropriate follow-up action.

Management had not received any whistle-blowing reports in FY2019.

ANTI-CORRUPTION

Oxley takes a strong stance against any form of corruption in the Group. All employees are educated on the Group's zero tolerance for corruption. In the event that there is corruption, we will conduct independent investigations promptly, followed by implementing measures to prevent recurrence.

There was no reported incident of corruption in FY2019.

Governance and Statement of the Board

Oxley's Board of Directors and senior management consider sustainability issues as part of the strategic formulation of the Group. To implement our sustainability efforts, a Sustainability Task Force comprising key management personnel and chaired by the Chief Financial Officer has been established to oversee the sustainability performance.

The Board approves the material economic, environmental and social factors identified by the Task Force, and ensures that the factors identified are managed and monitored.

Please refer to the Corporate Governance Report in our Annual Report 2019 for more information on corporate governance practices, precautionary measures and risk management structure.

Board of Directors

Sustainability Task Force

WORK TEAMS

Finance

Marketing

Project

Human Resource

Stakeholder Engagement

The Group understands that stakeholder engagement is the key to sustainable growth. As such, we have implemented various channels through which we can conduct meaningful dialogues with stakeholders and keep them updated on any material stakeholder issues. We determine the material topics based on their materiality to stakeholders. Our stakeholders are groups that have material impact on or are impacted by our operations.

The following table summarises our key stakeholders, engagement platforms and their key concerns:

Stakeholders	Engagement platforms	Issues of concern	Read more in the following sections
Property buyers	• Annual reports • Showflat brochures	• Quality of housing	• Property Development
Hotel guests	• Survey forms to gather feedback from hotel guests • TripAdvisor and Booking.com websites	• Safety and security of guests • Data privacy	• Guest Health and Safety • Protecting Customer Privacy and Data
Employees	• Performance appraisal system • Staff training	• Remuneration and benefits • Occupational health and safety	• Employee Remuneration and Benefits • Occupational Health and Safety
Contractors and suppliers	• Assessment of contractors and suppliers on occurrence of accidents	• Health and safety • Environmental compliance	• Contractor and Supplier Management • Occupational Health and Safety
Government and regulators	• SGX quarterly announcements • Annual reports • Ongoing dialogues	• Environmental compliance with government agencies • Regulatory and industrial requirements required by government	• Fines and Penalty • Occupational Health and Safety
Community	• Community services engagement	• Environmental impact • Social development	• Design for Sustainability • Social Compliance
Shareholders and investors	• Annual reports • Investor relations management	• Economic performance • Anti-corruption	• Anti-corruption

Reporting
Practice

Oxley's sustainability report has been produced in accordance with the GRI Standards "Core" option covering our Group's performance from 1 July 2018 to 30 June 2019.

The GRI Standards represent the global best practices for reporting on economic, environmental and social topics.

The report incorporates the primary components of report content as set out by the SGX's "Comply or Explain" requirements on sustainability reporting under Listing Rule 711B.

GRI does not require external assurance and Oxley's Sustainability Task Force has assessed that external assurance is not required as the Group is laying the foundations for a sustainability reporting framework this year.

This report supplements the Group's 2019 Annual Report and is available online at: https://www. oxley.com.sg/. Detailed section references with GRI Standards can be found on the GRI Standards Content Index page.

Oxley's material topics are identified based on their impact on our internal and external stakeholders, as outlined in the Stakeholders Engagement Section.

Material Topics	Applicable Segment
ECONOMIC	
Economic Performance	Property development
Anti-corruption	Group level
ENVIRONMENTAL	
Energy	Property development, hotel
Emission	
Water	Hotel
Effluent and Waste	
Environmental Compliance	Applicable by country of operation
Supplier Environmental Assessment	Property development, hotel
SOCIAL	
Employment	Group level
Occupational Health and Safety	Property development, hotel
Diversity and Equal Opportunity	Group level
Non-discrimination	
Child Labour	
Forced or Compulsory Labour	
Human Rights Assessment	
Supplier Social Assessment	Property development, hotel
Customer Health and Safety	Hotel
Customer Privacy	
Socio-economic compliance	Group level

Property Development

Oxley is committed to be a responsible corporate citizen in the communities we operate in, and we endeavour to deliver safe, efficient, environmentally sustainable and high-quality property developments. We strive to minimise our impact on the environment by reducing our carbon footprint and water consumption.

DESIGN FOR SUSTAINABILITY

Sustainable Building

At Oxley, we are committed to design green and sustainable buildings. All of our properties have received Green Mark Certifications, which is a testament of our commitment to maintaining the environmental friendliness and sustainability of our buildings in terms of design, construction and operations. We continuously work towards improving the energy and water efficiency of our properties, and we strive to comply with national environmental standards for property development projects in Singapore and overseas.

Artist's impression

Featured Story

Mayfair Gardens & Mayfair Modern, Singapore

The property is sustainably designed to enhance the living of our buyers by promoting efficiency, and comfortable home environment.

Smart Homehub
Control devices and sensors in the smart home system

Smart air conditioner control
Turn on / off air conditioner and control temperature remotely

WIFI Doorbell with Camera

Smart digital lock
Keyless door and digital keypad

Property Development

Artist's impression

Feature Story:

Dublin Landings, Ireland

The property features lifestyle amenities such as lush gardens, as well as sustainable roof designs which enrich the biodiversity and environmental quality for home owners.

High level insulated wall and roof
Provides thermal insulation

Integrated mechanical ventilation and heat recovery system
Reduce energy consumption of the units.

The property features energy efficient designs and structures to bring about a sustainable living for home owners.

In Ireland, our Dublin Landings development achieved Platinum ratings in Leadership on Energy and Environmental Design ("LEED"), which is the highest mark for environmental excellence of buildings. The development was designed to minimize energy, water and resource use which results in generating less waste, while also setting goals which maximize occupant health and productivity.

OCCUPANT SAFETY

In addition to creating sustainable building designs, ensuring the quality and safety of our properties for our buyers is also our priority.

The Group supervises the compliance of all property development projects with local design and construction requirements and guidelines. For example, in compliance with BCA Code on Accessibility in the Built Environment, we have implemented barrier-free accessibility in our property designs to ensure that our buildings are accessible and user-friendly for persons with disabilities and families with young children.

Property Development

To ensure fire safety, we have implemented the Home Fire Alarm Device ("HFAD") which sounds an early fire warning through the alarm to alert the occupants of an impending fire.

We comply with CONQUAS, an assessment system by BCA, for the construction of our properties. The assessment goes through tests that help to safeguard the interest of building occupants in terms of safety, comfort and aesthetic defects to ensure our delivery of safe and high-quality properties to our buyers.

In FY2019, there was no incident of non-compliance with health and safety regulations at our properties.

Leverage on Technology

Oxley is committed to leveraging technology to improve productivity at our project sites. For our projects, such as Riverfront Residences, Affinity at Serangoon and The Verandah Residences, we implemented the use of prefabricated bathroom units ("PBUs"), whereby bathroom units are preassembled off-site. This effectively reduces manpower and minimises downtime as production of PBUs can continue even during bad weather conditions. Furthermore, there is a better control of the material used and the prefabrication process, resulting in higher quality finishes and lower wastage.

Construction Safety Management

Other than ensuring construction quality, the Group has gone the extra mile to ensure that all contractors and subcontractors are notified of their worksite health and safety responsibilities during the vendor selection process, and are able to meet the standards expected by the Group in addition to International Organisation for Standardisation ("ISO") certifications.

We have also appointed a Design for Safety ("DfS") professional to identify and address measures to eliminate and mitigate the risks inherent in the design of a construction project from design stage to construction completion. This reduces the health and safety risk in the construction, maintenance and repair phases.

In FY2019, there was no occupational health and safety incident at our project sites.

Contractor and Supplier Management

The Group ensures that the practices and policies of our contractors and suppliers are in line with ours. All contractors and subcontractors are reviewed and selected based on performance, workplace health and safety, environmental and social criteria, while all suppliers are reviewed and selected based on their product quality and timeliness of delivery.

We assess new contractors and subcontractors based on their track records and worksite health and safety practices during the quotation and tendering process before awarding the contract. Those who do not meet our standards will be delisted from our approved list of vendors.

During FY2019, we assessed all construction contractors and subcontractors according to our quotation and tendering selection criteria. There had been no breach of regulations relating to environmental and labour laws.

Energy, Emissions and Water Management

Oxley is committed to working closely with our contractors and subcontractors to manage our energy efficiency and carbon footprint. They are

Artist's impression

Affinity at Serangoon

required to comply with our environmental policies and guidelines at all geographical locations where we operate.

The Group has implemented energy-efficient features such as Light-emitting Diode ("LED") lights at corridors of our properties and photovoltaics where possible to conserve daily energy usage. We strive to optimise the energy efficiency of our building structures by adopting energy-efficient air-conditioning systems and motion-sensor toilets to reduce energy consumption. Our properties are also designed with water-efficient features that adhere to local regulations and requirements.

At Royal Wharf, hot water is provided to all households using district heating system, which is a reliable and low-cost green energy source for space heating and cooling. The property is designed to maximise the use of natural ventilation, thus reducing the need for air-conditioning. The air-conditioning system uses 4-pipe fan coil units and photovoltaics which allow the system to use solar power and to run in an energy efficient manner. The building's fabric is also designed and constructed to reduce the energy required to maintain comfortable conditions in the building and comply with the stringent "U" values set out by the UK Building Regulations.

In FY2019, there was no environmental non-compliance at our project sites.

Property Marketing

At Oxley, we strictly comply with Controller of Housing ("COH") guidelines which require show units to be accurately depicted. We also obtain the approval of COH for our building plans before opening our show flats for viewing.

Below are the key COH guidelines that we comply with:

Show unit has to be built according to the approved building plan

Floor to floor ceiling height and dimensions of the unit have to be the same as depicted

Display a list of materials, finishes, fittings and appliances which will be provided in the actual unit in the show unit

Prominently display written notice on the interior design to show the differences between the actual unit and show unit

All floor spaces to be built in accordance with the approved building plan, including balcony, air-con ledge and any other spaces which form part of the show unit

By complying with COH guidelines, we provide assurance to prospective buyers that our show units accurately represent the units for sale and ensure that there is no marketing misrepresentation.

In FY2019, there was zero incident of non-compliance concerning marketing communication of our properties.

Fines and Penalty

During FY2019, the Group had no incident of non-compliance with environmental and socio-economic laws and regulations.

Artist's impression

Kent Ridge Hill Residences

Hotel

Oxley actively manages our hotel operator and ensures strict compliance with local environmental and social laws and regulations. We aim to provide a positive hospitality experience while keeping a sustainable operation. We prioritise the health and safety of our guests and employees through food and physical safety practices.

Guest Health and Safety

At Oxley, we provide hotel guests the transparency and assurance of food safety standards and certifications by regularly conducting Food Safety Audits at our hotels. Currently, our hotels have achieved an "A" grade.

Aside from food hygiene, we highlight to our hotel operator the importance of the safety and security of the hotel's guests. We emphasise proper safety measures such as implementing fire safety measures and conducting routine fire drills at the hotel premises. To ensure guests' security, security cameras are installed at the hotel premises and only hotel guests are able to gain access to their hotel rooms with their room cards. We will have our safety measures periodically reviewed to ensure the physical safety and security of our guests.

The hotel operator is required to comply with National Environment Agency ("NEA") and other local health and safety regulations. During FY2019, there had been no incident of non-compliance with guest health and safety regulations.

Occupational Health and Safety

The Group is aware that staff health and safety is an important consideration in running an effective hotel business. During the initial selection of the hotel operator, we assess the safety practices and procedures in maintaining employee health and safety. We also assess the hotel operator annually to ensure that there are no employee health and safety breaches. The hotel operator has to train the staff regularly to adhere to safety policies. We periodically review safety risks and implement corresponding safety measures to mitigate these risks.

In FY2019, there was no breach of regulations on occupational health and safety.

Sustainable Food Innovations

Mercure Singapore on Stevens has added creative plant-based selections to the menu to continuously reinvigorate classic flavours and surprise our diners, and we serve good wholesome meals without compromising on taste.
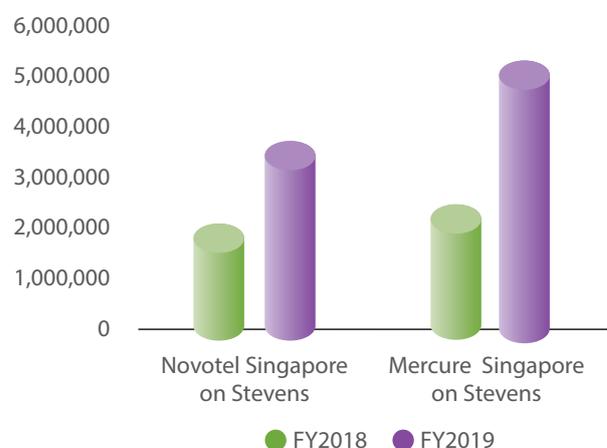
In addition, Mercure Singapore on Stevens has partnered with local start-up, treatsure, in an effort to reduce food waste at our hotel buffet breakfast and pastries through the power of technology and new solutions to repackage and redistribute food to those who need them.
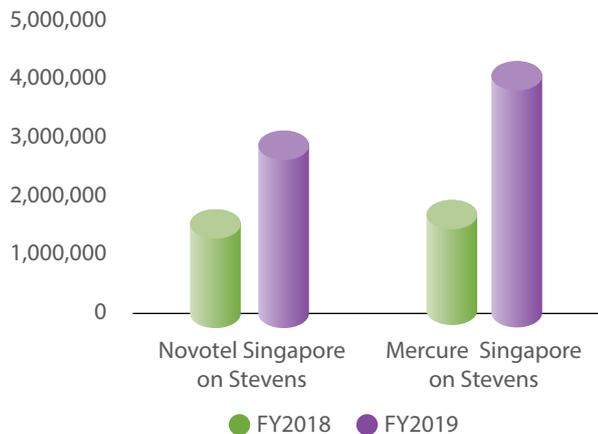
Energy and Emissions Management

Our hotels in Singapore commenced operations in FY2018, with Novotel Singapore on Stevens commencing operation in October 2017, and Mercure Singapore on Stevens in December 2017. We are committed to working closely with our hotel operator to manage energy usage and reduce emissions.

To reduce energy usage and emissions during daily operations, 80% of the lights installed at our hotels are energy-efficient LED lights. We raise staff awareness to encourage environmentally friendly practices, such as switching off lights and air-conditioning in vacant rooms.

Energy Consumption

FY2018 ● FY2019 ●

CO$_2$ Emissions

Compared to FY2018, there is a 0.96% increase in energy consumption at Novotel Singapore on Stevens and 1.3% increase in energy consumption at Mercure Singapore on Stevens in FY2019. This is due to an overall increase in occupancy rate at both hotels in FY2019, whereby the occupancy rate increased by 18.7% at Novotel Singapore on Stevens and 14.4% at Mercure Singapore on Stevens. We endeavour to improve our energy efficiency in FY2020 by implementing energy conservation measures.

Waste Management

We require our hotel operator to implement proper waste management in the daily hotel operation to prevent any risk of pollution and spread of disease. To optimise waste management at our hotels, we outsource the disposal of dry waste such as paper, metal and plastic to a professional waste management company. This ensures that waste is disposed of in a proper manner that is in compliance with local health codes.

Other than ensuring proper waste management, we implemented sustainable initiatives that reduce overall wastage at our hotels, including replacing all plastic straws, stirrers, takeaway containers, cutleries and plastic bottles in meeting rooms with biodegradable options. We also endeavour to minimise the change of towels and bed linens. Guests have the choice to indicate the frequency of changing their towels and bed linens during their stay at the hotels.

We have partnered with Soap For Hope to reduce the wastage from discarded soap bars. The soap bars collected from the rooms are cleaned and pressed into new scented soap bars. These repackaged soap bars are distributed to underprivileged communities which effectively lowers the wastage of soap bars.

Environmental Awareness

In collaboration with Public Utilities Board ("PUB"), Mercure Singapore on Stevens joined the Blue Light-Up parade on 22 March 2019 as part of #GoBlueForSG campaign to raise awareness for water conservation. Team members from Mercure also joined in the World Water Day Walk at Marina Barrage to promote water conservation.

Protecting Customer Privacy and Data

Oxley takes utmost care in protecting the privacy and data of hotel guests. Our hotels are in strict compliance with the Personal Data Protection Act ("PDPA").

There was no reported breach in FY2019.

Fines and Penalty

Our selected hotel operator, Accor, ensures strict compliance with the local and international legal frameworks, including the International Labour Organisation's fundamental conventions and the ten principles of the United Nations Global Compact. Accor exercises strict due diligence when assessing their suppliers and service providers to ensure there are no incidents of child labour and forced or compulsory labour.

In FY2019, there was no incident of non-compliance with social laws and regulations on non-discrimination, child labour, forced or compulsory labour and infringement of human rights.
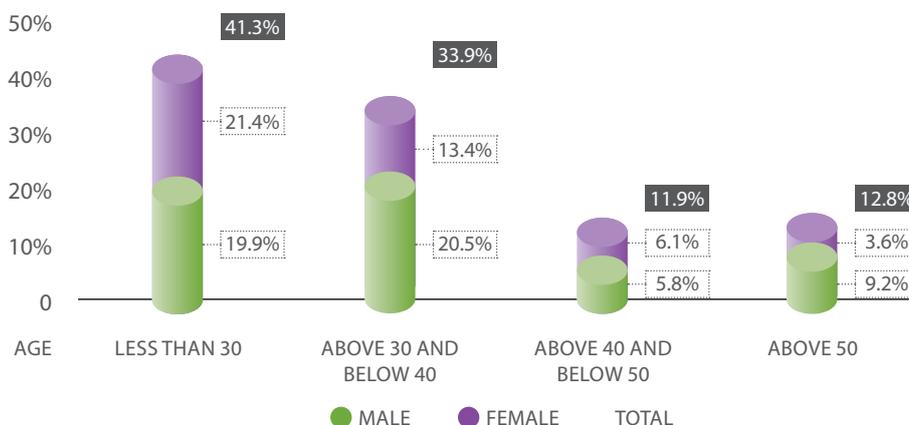
Our People,
Our Assets

At Oxley, we endeavour and to create an inclusive workplace environment, committed to mutual respect, fairness and equality for all our staff. We provide opportunities for continuous learning and skills improvement.

Workforce Diversity

At Oxley, we advocate fair employment and endeavour to achieve a balanced and diversified workforce, including hiring of employees above the mandated retirement age of 62 years old. As at the end of FY2019, our total staff strength was 327.

Our Workforce

AGE	LESS THAN 30	ABOVE 30 AND BELOW 40	ABOVE 40 AND BELOW 50	ABOVE 50
TOTAL	41.3%	33.9%	11.9%	12.8%
FEMALE	21.4%	13.4%	6.1%	3.6%
MALE	19.9%	20.5%	5.8%	9.2%

● MALE ● FEMALE TOTAL

Employee Remuneration and Benefits

At Oxley, we recognise the valuable contribution of all employees. We strongly believe in fair remuneration. All employees are assessed regularly and remunerated fairly based on their experience, qualifications and performance.

We prioritise the welfare of our employees by granting a range of employee benefits such as medical insurance, healthcare and parental leave. In FY2019, 16 employees took parental leave and all of them returned to work after their parental leave ended.

Social Compliance

At Oxley, we endeavour to be a socially responsible corporate citizen and we strictly comply with local social laws and regulations in the countries where we operate. In FY2019, the Group had no incident of non-compliance with social laws and regulations involving discrimination, child labour, forced or compulsory labour and infringement of human rights.

Engaging the community

As part of our corporate values and culture, Oxley aims to enrich and improve the community through charitable acts. Oxley has donated more than S$600,000 since July 2018. More details on the use of proceeds can be found in the annual report.

Oxley donated S$100,000 to Sian Chay Medical Institution.

Oxley donated S$105,000 for SGX Bull Charity Run 2019 in April 2019.

SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	• Property Development, Hotel, Our People, Our Assets • Stakeholder Engagement
2	Policies, Practices and Performance	• Chairman's Message • Oxley's Sustainability Story • Property Development, Hotel, Our People, Our Assets
3	Board Statement	Governance & Statement of the Board
4	Targets	Oxley's Sustainability Story
5	Framework	Reporting Practice

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GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Annual Report 2019
102-2	Activities, brands, products, and services	Annual Report 2019
102-3	Location of headquarters	Annual Report 2019
102-4	Location of operations	Annual Report 2019
102-5	Ownership and legal form	Annual Report 2019
102-6	Markets served	Annual Report 2019
102-7	Scale of the organisation	Annual Report 2019
102-8	Information on employees and other workers	Annual Report 2019
102-9	Supply chain	Annual Report 2019
102-10	Significant changes to the organisation and its supply chain	Annual Report 2019
102-11	Precautionary Principle or approach	Annual Report 2019
102-12	External initiatives	Annual Report 2019
102-13	Membership of associations	Annual Report 2019
102-14	Statement from senior decision-maker	Chairman's Message
102-15	Key impacts, risks, and opportunities	Chairman's Message, Oxley's Sustainability Story
102-16	Values, principles, standards, and norms of behaviour	Ethics
102-17	Mechanisms for advice and concerns about ethics	Ethics

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GRI Standards	Disclosure Content	Section Reference
102-18	Governance structure	Governance and Statement of the Board
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102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
102-46	Defining report content and topic boundaries	Reporting Practice
203-2	Significant indirect economic impacts	Leverage on Technology, Sustainable Food Innovations
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
302-1	Energy consumption within the organisation	Energy and Emissions Management
302-5	Reductions in energy requirements of products and services	Design for Sustainability
305-2	Energy indirect (Scope 2) Greenhouse Gas ("GHG") emissions	Energy and Emissions Management
306-2	Waste by type and disposal method	Waste Management
307-1	Non-compliance with environmental laws and regulations	Fines and Penalty
308-1	New suppliers that were screened using environmental criteria	Contractor and Supplier Management
308-2	Negative environmental impacts in the supply chain and actions taken	Contractor and Supplier Management
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Employee Remuneration and Benefits
401-3	Parental leave	Employee Remuneration and Benefits

GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Construction Safety Management, Occupational Health and Safety
405-1	Diversity of governance bodies and employees	Workforce Diversity
405-2	Ratio of basic salary and remuneration of women to men	Employee Remuneration and Benefits
406-1	Incidents of discrimination and corrective actions taken	Social Compliance
408-1	Operations and suppliers at significant risk for incidents of child labor	Social Compliance
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social Compliance
412-1	Operations that have been subject to human rights reviews or impact assessments	Social Compliance
414-1	New suppliers that were screened using social criteria	Contractor and Supplier Management
414-2	Negative social impacts in the supply chain and actions taken	Contractor and Supplier Management
416-1	Assessment of the health and safety impacts of product and service categories	Design for Sustainability, Guest Health and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Design for Sustainability, Guest Health and Safety
417-1	Requirements for product and service information and labeling	Property Marketing
417-3	Incidents of non-compliance concerning marketing communications	Property Marketing
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protecting Guest Privacy and Data
419-1	Non-compliance with laws and regulations in the social and economic area	Fines or Penalty